

FROM THE ACQUISITION SUPPORT CENTER DIRECTOR



This is a special issue of *Army AL&T* magazine. First, if you've already read this far, you have seen the extensive layout and re-design we've infused into the magazine for you. Our intention is to make

Army AL&T a premier Army publication — a must read for anyone in the Army who is interested in how we develop weapons and communication systems and use technology to directly benefit our warfighters in the field.

Second, we are giving this issue to everyone who visits our booth at the 2003 Association of the United States Army (AUSA) Convention in Washington, DC, Oct. 6-8. The Acquisition Support Center's booth highlights how the acquisition community successfully supports our warfighters — from the current force's Legacy Systems to the Future Combat Systems being developed for tomorrow.

We are extremely proud of the hardworking members of our program executive offices and their numerous accomplishments during *Operation Enduring Freedom* and *Operation Iraqi Freedom*. Many Army Acquisition Corps members deployed to Kuwait, Iraq and Afghanistan, and they are sharing many valuable lessons learned concerning maintaining and sustaining warfighters' equipment and communication systems on the battlefield and contracting for critical services and support in-theater.

This year's AUSA Convention theme is "*The Army — At War and Transforming*." As acquisition professionals, we are dedicated to being the best leaders possible, managing streamlined organizations and being conscientious stewards of limited resources. We contribute process improvements wherever possible in Army acquisition and those improvements are very important to the Army's transformation. Every day, acquisition professionals work to make a difference in the lives of warfighting commanders and their soldiers.

The annual Army Acquisition Corps Ball was held Sunday, Oct. 5, 2003, at the Hyatt Regency Crystal City in Arlington, VA. This year's theme was "*To the Soldier*." At this year's celebration, the Honorable Claude M. Bolton Jr., Army Acquisition Executive and Assistant Secretary of the Army for Acquisition, Logistics and Technology, presented the 2003 Product and Project Managers and Acquisition Commanders of the Year Awards. Visit our Web site at <http://asc.rdaisa.army.mil/> for this year's awards recipients.

COL Mary Fuller

Director

Acquisition Support Center

AABC Graduates 36 Students

Thirty-six students graduated from the fast-paced, 8-week Army Acquisition Basic Course (AABC) June 27, 2003. The distinguished graduate was CPT Jake E. Crawford III. Paul Bogosian, Deputy Program Executive, Aviation, spoke at the ceremony.

This graduate-level course is designed to provide a broad spectrum of knowledge pertaining to the materiel acquisition process. It covers legal and regulatory policies and objectives that shape the acquisition process and the implementation of these policies and objectives by the U.S. Army. Functional areas presented include project management, contracting, test and evaluation, acquisition logistics and information technology. Course graduates are eligible for a wide range of acquisition workforce positions.

The course proponent is LTG John S. Caldwell Jr., Army Director of Acquisition Career Management.

The Academic Council on Education will evaluate AABC for graduate credit and equivalency with 10 existing Defense Acquisition University courses.

Congratulations to the following AABC graduates:

Alessio, Paul E. CPT
 Bolshazy, Michael S. CPT
 Bowser, Charles W. CPT
 Chandler, Sandra M.
 Clark, Michael D.
 Crawford, Jake E. III CPT
 Davis, Gary J. II CPT
 Drazenovich, John A. CPT
 Gastan, Gregory J. CPT
 Green, Shedrick
 Hatchett, Barry M. MAJ
 Heyland, William P. CPT
 Howald, Charles O. CPT
 Hur, Jang W. MAJ (Korea)
 Hwang, Sung H. LTC (Korea)
 Jackson, Shannon C. CPT
 Kirk, Eric D. MAJ
 Klopotoski, Dean T. CPT
 Lackovic, Christopher J. CPT
 Lloyd, Bruce A. CPT
 Lucas, Shawn P. CPT
 Magras, Patrick G. MAJ
 McWhorter, Rodney S. CPT
 Parker, John P. CPT
 Peacock, Ossie L. Jr. CPT
 Pearson, Mollie A. CPT
 Pennington, Stephanie T. CPT
 Prowell, Kerry S. CPT
 Purgaj, Franc (Slovenia)
 Roberts, Joseph W. CPT
 Root, Jason P. CPT
 Shanhols, Connie E. CPT
 Simpson, Jeffrey S. CPT
 Stover, Howard J. MAJ
 Traxler, Mike E. MAJ
 Whitmark, Christopher W. CPT

Additional information about the Army Acquisition Basic Course is available at <http://www.almc.army.mil/AMD/Huntsville/index.asp>.



PERSCOM Notes



FY04 COL/GS-15 PM/AC Slate

The U.S. Total Army Personnel Command recently released the following FY04 colonel (COL)/GS-15 project manager (PM)/acquisition command (AC) slate.

NAME	SLATE
Abercrombie, Henry E.	Distributed Common Ground System-Army
Bonheim, Michael E.	Defense Contract Management Agency (DCMA) Springfield
Burnett, Donald J.	Nuclear, Biological and Chemical Defense Systems
Carson, Peggy R.	DCMA Phoenix
Colon, Angel L.	Warfighter Information Network-Tactical
Coutteau, Charles G.	Unit of Action Combat Systems
Crizer, Scott H.	Close Combat Armaments Center-U.S. Army Research, Development and Engineering Center
Economy III, Anas T.	Aberdeen Test Center
Fierko, Francis X.	DCMA Raytheon-Burlington
Fuller, Peter N.	Brigade Combat Teams
Goddette, Timothy G.	Force Projection
Gray, Myra S.	Objective Force Warrior
Grubb, Susan K.	DCMA Detroit
Hansen Jr., Richard D.	Soldier Warrior
Harris, Earnest D.	Precision Fires Rocket and Missile System
Jones, Kermit C.	DCMA Long Island
Kendrick III, Robert	Principal Assistant Responsible for Contracting (PARC)-Germany
Kreider, Stephen D.	Commander, Yuma Proving Grounds
Leyva, Gabriel F.	DCMA Chicago
Mahanna, Cory W.	Utility Helicopters
Ralph III, James R.	Training Devices

Rider, Mark D.	Maneuver Ammunition Systems-Direct Fire	Jacobsen, Scott	DCMA Cleveland
Scarbrough, Jess A.	Tactical Exploitation of National Capabilities Program	Jones, Walter	Missiles Platforms
Sullivan, Christopher C.	Army Aviation Technical Test Center	Kelleher, John	Mobile Electric Power (Med)
Szerszynski, Robert	Measurement, Electric Power and Protection	Lazar, John	DCMA London, Ontario
Vaughn, John K.	Lower Tier	Leaphart, John	Digital Communications Switched Systems-CONUS
Walters, Stephen	DCMA San Francisco	Lindsay, Michael	DCMA Indianapolis
Willey, Jeffrey D.	PARC-Korea	Marion, Robert	DCMA Phoenix-Mesa
		Martin, Jose	In-Flight Interceptor
		Mason, William	Communication Systems
			Joint Tactical Radio Systems
			Ground/Air
		Morton, Dwayne	Test Modernization Digital Equipment
		Nagel, James	Tactical Operations
			Centers-Platforms
		Nichols, Marvin	Aviation Mission Equipment
		Noble, Earl	Defense-Wide Transmission Systems
		*O'Donell, Warren	Line of Sight/Beyond
		Peterson, Kevin	Light Tactical Vehicles
		Rand, Jaimy	Contracting Command-Fort Hood
		Riggins, David	Digitized Training
		Reubens, Shirley	Air & Command
		**Ruiz, Gabriel	Tactical Trainers
			Digital Communications
		Schleder-Kirkpatrick, Lisa	Switched Systems-Pacific
		Smith, Earle	Heavy Tactical Vehicles
		Smith, Todd	DCMA-Saudi Arabia
			Small Unmanned Aerial Vehicle
		Solesbee, Carol (ARNG)	Construction Equipment/Heavy Materiel Equipment
		Tamilio, Douglas	West Desert Test Center
		Tarcza, Kenneth	Large Caliber
		Thomas, Robert	Unmanned Ground Vehicle
		Trulock, Troy	Patriot Advanced Capabilities III
		Wood, Kelvin	DCMA General Dynamics-Pittsfield
		Wright, Kenneth	Multi-Spectrum Sensor
		Young, Reed	Robotic Unmanned Sensors
		***Zoppa, Robert	Enterprise Logistics Systems
			Contracting Command-Qatar

FY04 LTC/GS-14 PM/AC Slate

The U.S. Total Army Personnel Command recently released the following FY04 lieutenant colonel (LTC)/GS-14 product manager (PM)/acquisition command (AC) slate.

NAME	SLATE		
Baez, Jose	Defense Contract Management Agency (DCMA) St. Petersburg		
Ballew, Mark	DCMA Boeing-Philadelphia		
Barracough, Brett	Tactical Exploitation of National Capabilities Program-Field Support		
Bernritter, Travis	Joint Vaccine		
Bond, George	Cold Region Test Center		
Brewer, Carlton	Infrared Countermeasures		
Bushey, Douglas	DCMA Lockheed Martin-Dallas		
Carrick, Kenneth	Enhanced Position Location Reporting System		
Cole, William	Excalibur		
Contreras, Andres	M2/M3 Bradley Fighting Vehicle System		
Daniels, Debra	Wiesbaden Regional Contracting Center		
Day, James	Non-Line of Sight		
Dedecker, Craig	Army Training and Doctrine Command Acquisition Center		
Dietz, James	Target Identification Meteor Sensors		
Flanagan, Michael	M1A2		
Fouse, Scott	Interim Armored Vehicle Combat Support Systems		
Hess, John	Contracting Command-Kuwait		
Hinds, John	FCS-Technology		

Note:

*FY03 Revalidated

**FY03 Reslated principal

***Unslated

FY03 LTC Promotion Board Results

The FY03 Lieutenant Colonel (LTC) Promotion Board results were released in July 2003. This was the first LTC Promotion Board under Officer Personnel Management System (OPMS) III. The selection rate for Army Acquisition Corps (AAC) officers in the primary zone was 80.2 percent (an increase from 72.3 percent from FY02), while the selection percentage for the Army competitive category was 79.6 percent. Selection rates among the four career fields were as follows:

	Primary Zone	Above Zone	Below Zone
Operations	79.6%	6.4%	6.5%
Operational Support (AAC/Foreign Area Officer)	75.5%	10.2%	4.3%
AAC Only	80.2%	11.4%	6.0%
Information Operations	75.0%	12.0%	7.2%
Institutional Support	75.0%	12.7%	5.8%
Total Army Competitive Category	78.0%	7.9%	6.3%

The FY03 LTC Promotion Board reviewed the files of 111 primary zone AAC officers and selected 89. Additionally, 10 above-the-zone AAC officers (11.4 percent) were selected and 7 below-the-zone AAC officers (6.0 percent) were selected. A review of files for those officers selected for promotion by the FY03 LTC board revealed the following trends.

Command Staff College (CSC)

Seventy-two percent of the primary zone AAC officers selected attended resident CSC. Twenty-seven percent of the primary zone AAC officers selected completed CSC through nonresident studies. Seven percent (8 officers) in the primary zone did not complete either resident or nonresident CSC, and none of these officers was selected for promotion. There was an anomaly in that one nonselected AAC officer had attended resident CSC.

Company Command Evaluations

Company command evaluation reports appeared to carry weight with the board, but overall file strength and CSC were the major determining factors for promotion selection. The majority of AAC officers selected for promotion had at least one above-center-of-mass (ACOM) Officer Evaluation Report (OER) as company commanders. These reports generally had either clear ACOM senior rater profiles and/or strong, exclusive senior rater comments on potential.

Consistent COM(+) Performance and Job Progression

Another important trend was consistent COM(+) performance throughout the officer's career. AAC officers selected for promotion generally had consistent COM(+)/ACOM OERs.

Additionally, officers who were favorably considered demonstrated clear evidence of increased responsibility from one assignment to the next and diversity in acquisition assignments.

OER (DA Form 67-9)

Analysis clearly showed that the board placed the most emphasis on the current OER (DA Form 67-9) and little on the previous OER form. The average number of current OERs for primary zone officers considered was 4.4. The primary zone officers selected for promotion had an average of 2.6 ACOM OERs. This substantiates the position that a COM report is not a "career ender." However, there is a significant difference between a single COM report and a COM file. Officers considered for promotion who did not have any ACOM OER reports were not selected for promotion.

Bottom Line

The board seemed to take into consideration the "whole person," including performance, qualifications (positions held, schools attended, etc.) and Army needs such as AAC requirements. However, a COM(+) file, consisting of strong COM reports coupled with ACOM reports, seemed to be critical for selection. Generally, a file with one ACOM for every two COM reports and CSC completion had a very high selection rate.

Congratulations to the following AAC officers selected for promotion to LTC. (Note: An asterisk indicates below-the-zone selection. Five names were not available at the time this article went to print.)

*Alexander, Scott E.
 Ambrose, Matthew H.
 Anderson, Thomas J.
 Bagley, Michael J.
 Banks, Douglas T. III
 *Bassett, David G.
 *Blanco, James A.
 Bochonok, Jeffrey T.
 Boruff, William M.
 Bosse, Scott P.
 Bosworth, Brian E.
 Burden, Patrick W.
 Chicoli, John A.
 Chyma, Timothy D.
 Cook, Thomas S.
 Copeland, Kenneth D.
 Cummings, Brian P.
 Daus, Cliff A.
 Davis, Christopher P.
 DiMarco, Andrew J.
 Downs, Jimmy E.
 Driver, Charlotte D.
 Elliott, Steven M.
 Evensen, Kenneth C.
 *Field, William E.
 *Flanders, Thomas P.
 Fletcher, Robert E.
 Foster, Stephanie L.
 Fox, Christine A.
 Frulla, Kurt A.
 Fuller, William S.
 Garcia, Joseph G.
 Gordon, Velma W.
 Grein, Alfred J.
 Griffin, Gene E. Jr.
 Grigsby, Robert E.
 Grubbs, Albert L.
 Guthridge, George A. III
 Haider, Ruth A.
 Hallinan, James G.
 Harper, Victor R.
 Heilig, Donald M. Jr.
 Hicks, Mark A.
 Hill, Paul M.
 Hirniak, Justin A.
 Hirschman, Keith A.
 Homsy, Samuel C.
 Hood, Thomas G.
 Hubner, Michael W.
 Jarrett, Robert R. II
 Jimenez, Ramon

Johnston, Robert J.
 Jones, Deisy
 Jones, Jeannette J.
 Kivett, Ryan B.
 Laase, Gary L.
 Lane, Edward J.
 Larrabee, Patricia M.
 Lemondes, John Jr.
 MacDonald, Andrew J.
 McDermott, Paul A.
 McVey, Wade L.
 Mitchell, James C.
 Moore, Paul Jr.
 Myers, Yewston N. III
 Nikituk, Marko J. E.
 Olson, Keith
 Pershing, David R.
 Pincoski, Mark J.
 Pope, Joseph K.
 Pulford, Scott A.
 Puthoff, Frederick A.
 Raftery, Brian W.
 Rankin, James A.
 Reed, Stephen S.
 Rettie, Craig L.
 Riley, Donald D.
 Robertson, Daniel S.
 Rohall, David J.
 Rush, Christian E.
 Schaefer, Craig P.
 Schutter, Jeffrey D.
 Slade, William C.
 Smythe, Daniel R.
 Solomon, Norman E.
 Spenard, Arthur E.
 Steiner, Leonard T. Jr.
 Stewart, Lewis E.
 *Stoddard, Kevin P.
 Sweat, Kenneth F.
 Tate, Wade S.
 Theodoss, Michael D.
 Thies, Dennis
 Visconti, Albert J.
 Voigt, Jeffrey R.
 Wellborn, Robert M.
 *Wells, Charles A.
 Wiley, Danny A.
 Williams, Julian R.
 Winbush, James O. Jr.
 Womack, John S.